

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

Rationale: The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

Goal: Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency

State your **Proficiency** Goal

Goal 1: **Increase the averaged combined reading and math proficiency rates for all students from 40.1% to 68.6% by 2019.**

Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i>		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Increase the reading proficiency rates for all students from 53.8% to 70.2% by 2018 and increase the math proficiency rates for all students from 26.3% to 66.9% by 2018.</p>	KCWP 2: Design and Deliver Instruction that will improve student engagement and writing skills.	<p>Activity 1: Teachers will participate in monthly job-embedded professional development utilizing Tools for Thoughtful Assessment and Tools for Active, In-Depth Learning.</p>	Administrative Walk-throughs, CERT data, common formative assessments.	Administration will monitor by walkthroughs on a monthly basis.	\$1,000 per month
	KCWP: 4: Review, Analyze and Apply Data within the PLC process in order to make necessary improvements to classroom instruction and determine tiered intervention needs.	<p>Activity 2: Teachers will continue to refine and implement a formal PLC process to review data collected and analyze summative and formative assessments to inform instructional decisions.</p>	Common formative assessment data and benchmark data.	PLC Leads(Jamie Day, Jeff Burchfield, Chris Winkler, Mickey Tucker, and Buddy Arvin) will attend formal PLC meetings on a bi-monthly basis.	N/A
	KCWP: 1 Implement a process of vertical curriculum alignment to ensure that all students are	<p>Activity 3: English and Math teachers will participate in a process that ensures vertical curriculum alignment is occurring to identify instructional</p>	30-60-90 Day plans Curriculum documents Walk-throughs	Leadership Team will monitor 30-60-	N/A

	being taught the standards at appropriate levels of rigor and fidelity in the Design and Deployment of Standards	gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery.		90 day plans on a monthly basis.	
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2: Gap

State your **Gap** Goal

Goal 2: Increase the averaged combined reading and math proficiency rates for students in the non-duplicated gap group from 32.7% to 65.3% by 2019.					
Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i>		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 		<ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the reading proficiency rates for students in the non-duplicated gap group from 49.6% to 66% by 2018 and :Increase the math	KCWP: 2 Design and Deliver Instruction through a clearly defined RTI process with monitoring for tiered	Activity 1: Refinement of the Engineer RTI period to support students that have not met benchmarks in English and Math.	CERT, ACT, Kyote	CERT/ACT Data will be analyzed each nine weeks by Mrs. Tucker, counselors, and RTI instructors.	N/A

proficiency rates for students in the non-duplicated gap group from 15.7% to 64.6% by 2018.	intervention movement considerations.	Activity 2: Refinement of the English and Reading Labs to support students that have not met benchmarks in English and/or Reading.	CERT, ACT, Kyote	CERT/ACT Data will be analyzed each nine weeks by Mrs. Tucker/guidance counselors and RTI instructors.	N/A
		Activity 3: Implementation of Transitional Math courses to support students that have not met benchmarks in Math.	CERT, ACT, Kyote	CERT/ACT Data will be analyzed each nine weeks by Mrs. Tucker/guidance counselors and RTI instructors.	N/A

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: Increase the Graduation Rate from 96.7% to 96.9% by 2020, as measured by the 4-Year Graduation Rate.					
<p>Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 		<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the Graduation Rate from 96.7%	KCWP 6: Establish a Learning Culture and Environment that will ensure that school policies	Activity 1: Develop a Positive Behavior Intervention System	Minutes from PBIS meetings	PBIS team will monitor the system on a monthly basis.	N/A

to 96.8% by 2018, as measured by the 4-Year Graduation Rate.	and procedures are clearly defined and culturally responsive behaviors are modeled by faculty staff and students. The school will also ensure that all available resources are deployed to assist students in need and establish relationships to support a culture for learning.	Activity 2: The school leadership team will meet bi-monthly to monitor persistence to graduation through supports.	Minutes from leadership meetings as well as the daily monitoring of identified students through attendance, grades, discipline, and home situations.	School Leadership Team will meet bi-monthly to utilize the Persistence to Graduation Tool to assist in identifying students who may need additional supports.	N/A
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4: Transition readiness

State your **Transition readiness** Goal

<p>Goal 4: Increase the percentage of students who are College and Career Ready (CCR) from 72.4 (2017) to 75% by 2020.</p>					
<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding

Objective 1: Increase the percentage of students who are College and Career Ready from 72.4% to 73% by 2018.	KCWP 5: Design, Align and Deliver Support to ensure that all students are provided awareness and opportunities to obtain College and/or Career Readiness.	Activity 1: Implement a tiered system of supports and monitoring to ensure all students achieve transition readiness. Including informational student and parent meetings, financial workshops, college and career fair, senior informational emails, and preparatory workshops for entrance exams to post-secondary education.	ACT, Kyote, KOSSA,	TEDS report and ECHS Transition Readiness Spreadsheet will be monitored each nine weeks.	N/A
		Activity 2: Develop and implement an informational meeting to guide students in the selection of a career pathway of their choice.	Sign in sheet for informational meeting and completion of CRT forms. (Career Readiness Tracker)	Career Readiness Tracker forms will be monitored for each individual student by Engineer period teachers, CTE teachers, and guidance counselors throughout the school year.	N/A
		Activity 3: Align student schedules to achieve preparatory status based on individual choice of career pathway.	KOSSA, TEDS preparatory report	Student schedules and grades will be monitored each semester by guidance counselors to determine students preparatory status.	N/A